

1 Please add the following new claims:

2
3 ²--2. A method for providing a store compensation system
4 using network-based computer software applications to
5 integrate and manipulate employee payroll and human
6 resource information to determine and monitor employee
7 compensation for single or multi-location companies,
8 wherein said method comprises the steps of:

9 inputting employment data into a computer system
10 for at least one employee;
11 recording sales transaction data for said
12 employee;
13 uploading said transaction data to a central
14 database;
15 calculating compensation due to said employee
16 based on said transaction data; and
17 recalculating said compensation at predetermined
18 times;

19 wherein said computer system stores said transaction
20 data and performs said calculating; and wherein said
21 central database performs said recalculating to determine
22 accuracy of said compensation.
23

1 3 A. A method according to claim 3, wherein said method
2 further comprises the step of:

3 using said employee data to create a compensation
4 plan for each said employee.

5
6 4 5. A method according to claim 4, wherein creating said
7 compensation plan comprises the steps of:

8 determining business labor rules;

9 establishing relationships for said transaction

10 data to calculate commission earnings;

11 establishing overtime parameters; and

12 establishing commission earnings parameters for
13 each said transaction data.

14
15 6 8. A method according to claim 5, wherein said
16 establishing commission parameters comprises the steps of:

17 selecting commission plan detail from a setup menu;

18 selecting parameters for a plurality of commissions
19 and incentives;

20 selecting restrictions for each said commission
21 parameter;

22 identifying sales transactions;

23 determining the quantity of said sales transactions;

1 and

2 computing said commission.

3
4 6 7. A method according to claim 5, wherein said
5 establishing relationships comprises the steps of:

6 configuring merchandise departments;
7 grouping said departments in clusters; and
8 assigning values to each of said clusters.

9
10 7 8. A method according to claim 7, wherein said
11 configuring comprises the steps of:

12 selecting a company to which said transaction
13 data applies;
14 selecting a description of said merchandise
15 associated with said transaction data;
16 selecting a commission code for said merchandise;
17 and
18 determining commission eligibility of said
19 merchandise;

20 wherein said commission code corresponds to commission
21 type for said merchandise, and determining said commission
22 eligibility determines said compensation calculations.

1 8. A method according to claim 3, wherein said inputting
2 comprises the steps of:

3 selecting setup from a main menu;

4 selecting compensation plan;

5 selecting add employee data;

6 inputting a code corresponding to a location for

7 said employee;

8 inputting job function code;

9 inputting compensation state type code; and

10 inputting compensation geographic area.

11
12 9 10. A method according to claim 3, wherein said
13 recalculating occurs bi-weekly.

14
15 10 11. A method according to claim 3, wherein said
16 recalculating comprises the step of:

17 comparing said calculated compensation with

18 historical compensation for said employee to

19 determine if said calculated compensation is

20 consistent with said historical

21 compensation.

1 12. A method according to claim 3, wherein said
2 calculating commissions comprises the step of:
3 polling said transaction data.
4

5 13. A method according to claim 3, wherein said
6 calculating commissions further comprises the step of:
7 adjusting said calculated earnings; and
8 recalculating said calculated earnings.
9

10 14. A method according to claim 3, wherein changes to said
11 calculating commissions may be made manually.
12

13 15. A method according to claim 3, wherein said method
14 further comprises the steps of:
15 inputting employee hours into said computer
16 system;
17 loading sales history table via a sequential file
18 received from said computer system;
19 determining if sales information is for a
20 previous pay period;
21 inserting sales information from previous pay
22 periods into the employee recalculation
23 table; and

1 inserting sales information from the current pay
2 period into the Employee Sales History
3 table.
4

5 16. A system for calculating employee compensation,
6 wherein said system comprises:

7 means for inputting employee data into a central
8 database;

9 means for inputting transaction data into said
10 central database;

11 means for creating a compensation plan for each
12 employee; and

13 means for generating an employee job table from
14 said data;

15 wherein said means for creating uses said employee
16 data and said transaction data to create said compensation
17 plan; and wherein said system uses said compensation plan
18 to calculate said compensation.
19

20 17. A system according to claim 16, wherein said
21 compensation plan comprises incentives.
22
23

1 17 18. A system according to claim 17, wherein said
2 incentives are established on the basis of quantity sold.

3
4 18 19. A system according to claim 17, wherein said
5 establishing said incentives comprises the steps of:

6 selecting a department group;

7 selecting an earnings code;

8 selecting type of sale;

9 selecting type of incentive program; and

10 selecting a sequence number and commission

11 percentage corresponding to an appropriate

12 sales volume and sales quantity;

13 wherein said department group, said earnings code,
14 said sales type, said type of incentive program, said
15 sequence number, and said commission percentage are used to
16 calculate said incentives.

17
18 19 20. A system according to claim 19, wherein said
19 commission percentage is dependent on said sales volume or
20 said sales quantity.--